



Project IOWA

Outcome: Recruit, train, place and retain skilled workers in career track livable wage jobs.

Strategies:

1. Upfront work with employers seeking a skilled workforce.
 - a. Develop relationships with employers who need a skilled workforce.
 - b. Develop curriculum and technical training with employers.
 - i. Input into what is taught
 - ii. Employees from the companies teach the technical classes
 - iii. Company employees then develop relationships with the participants
2. Screening for success.
 - a. Recruit for specific companies and positions.
 - i. Know what the company is looking for- i.e., criminal background, skill set, attitude, work ethic
 - b. Academic screening
 - i. CASAS
 - c. Phone interview
 - d. Face to face interview
 - e. Follow through with alternative funding requirements
 - f. Drug Testing/Background Check
 - g. Assess for barriers that could derail success
 - i. Housing, transportation, childcare, income, etc.
3. Pre Vision, Initiative and Perseverance class (V.I.P)
 - a. Central Iowa Works job readiness checklist
 - b. Finding a community mentor
4. Technical Training and Vision, Initiative and Perseverance (V.I.P.) classes taught concurrently
 - a. Confidence and character developed as skill knowledge grows
 - b. V.I.P. in place to help address barriers and prevent the derailment of success
 - c. Community support through AMOS and member institutions
5. Placement and Retention
 - a. Completion of class
 - i. Attendance, attitude and engagement
 - ii. National Career Readiness Certificate
 - b. Interviews with committed employers
 - c. Ongoing support and check in with V.I.P. coaches
 - d. Communication between Human Resources department and Project IOWA to address any possible barriers to retention

Success is training and placing individuals in career track livable wage jobs that remain in the sector for 12 months or more.